

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To:

EEOC

Agency(ies) Charge No(s):

437-2023-01866

FEPA

Virginia Office of Civil Rights

and EEOC

State or local Agency, if any

Name (*indicate Mr., Ms., Mrs., Miss, Mx., Dr., Hon., Rev.*)

Dr. Charletta H. Barringer-Brown

Home Phone

804-909-2583

Year of Birth

1970

Street Address

5818 Hereld Green Dr, Chesterfield, VA 23832

CHESTERFLD, VA 23832

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name

Southside Virginia Community College

No. Employees, Members

501+ Employees

Phone No.

Street Address

109 Campus Drive

ALBERTA, VA 23821

Name

No. Employees, Members

Phone No.

Street Address

City, State and ZIP Code

DISCRIMINATION BASED ON

DATE(S) DISCRIMINATION TOOK PLACE

Retaliation

Earliest

09/15/2023

Latest

09/25/2023

Continuing Action

THE PARTICULARS ARE (*If additional paper is needed, attach extra sheet(s)*):

I began my employment with Southside Virginia Community College as Dean of Humanities social sciences and business on or around December 5, 2022. My current position is Dean of Instruction and Dean of Humanities sciences and business. In or around August of 2023 I complained to President Quinton Johnson about discrimination I had received from Dr. Keith Harkens. On or around September 15, 2023, I received a letter of intent to terminate employment.

The Respondents reasons for my pending discharge were, failure to follow the direction of your immediate supervisor, failure to meet with faculty leadership to improve relationships, failure to resolve performance issues as outline in the 6month eval, failure to hire faculty critical to the college mission, failure to organize coverage of absent faculty and resolve student complaints, failure to maintain Collegial work environment.

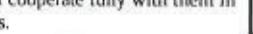
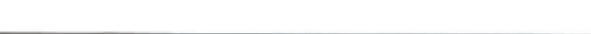
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.	NOTARY – When necessary for State and Local Agency Requirements
I declare under penalty of perjury that the above is true and correct.	
 10/03/2023 Date	 I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT  Charletta Bier SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)

EXHIBIT 11

EEOC Form 5 (11/09)

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		FEPA	
Virginia Office of Civil Rights		and EEOC	
<i>State or local Agency, if any</i>			

I believe my pending discharge is due to participating in legally protected activity and my race-black in violation of Title VII of The Civil Rights Act of 1964, as amended.

<p>I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.</p> <p>I declare under penalty of perjury that the above is true and correct.</p> <p><i>10/03/2023</i> Date</p> <p><i>Charissa Bae</i> Charging Party Signature</p>	<p>NOTARY – When necessary for State and Local Agency Requirements</p> <p>I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT <i>Bonita Charissa Bae</i></p> <p>SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE <i>(month, day, year)</i></p>
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